

UNITED AUTOMOBILE WORKER

MEMBER OF THE COMMITTEE FOR INDUSTRIAL ORGANIZATION

VOL. 1

22

DETROIT, SATURDAY, SEPTEMBER 11, 1937

Price 5 Cents

Northrop Aviation
Workers Attend A
Mass Meeting.

UAW WINNING AVIATION



Workers at the Northrop Aircraft Corp. plant at El Segundo, California went out on strike Sept. 2. Officials of the company threaten to close the plant indefinitely, but the workers, members of local 229, remain firm in their demands. Photo above shows C. Hollingshead, President of the local speaking to a group of pickets. Photo at the right shows the picket line before the plant. The boys mean what they say. (Acme Photos)

Glenn Martin Workers Flock Into Union

(Special to the United Automobile Worker)

Baltimore.—Recent days have witnessed swift and substantial progress in the UAW drive to unionize the Glenn L. Martin Co. Aviation plant here.

Bearing witness to this progress is the fact that the company management has agreed to confer with union representatives.

Flock to UAW

Despite the fact that the company is frantically attempting to get a fake majority through petitions for its "independent" union, it is of no avail as the tide is definitely swinging toward the UAW as "company union" men are coming over.

The UAW is demanding the following from the firm: sole bargaining rights, 65 cents minimum, 12 cents an hour flat increases for higher categories of workers, reduction of hours to 30 before layoff and the shop steward system.

Election Probable

The UAW may find it necessary to call for an NLRB election in the plant. Charges have already been filed with the labor board by the UAW exposing the "independent union" as being under company domination. Desperately the firm is resorting to all types of illegal activities and intimidation to break the spirit of the workers.

1500 Join UAW

Workers are wearing UAW buttons in the plant and CIO stickers are being plastered all over the plant and the planes.

Workers who were misled into joining the company union are actually demanding refunds of dues. Company stooges are attempting to parade around with UAW application cards asking them to join, but even this ruse has failed.

Of the 1,500 workers in the Glenn Martin plant over 1,000 have already become members of the union. Daily this figure becomes larger.

Vote Labor!

'Labor Wants Justice' 'Just Begun to Fight', Says Martin; Urges Labor Vote

"I was agreeably surprised to find," said President Homer Martin in his Labor Day address at Belle Isle Park, Detroit, "that our numbers had so increased that even a special police escort couldn't get us through the crowd."

"We are today celebrating the first Labor Day in which the automobile workers of the city of Detroit have taken a prominent part. We in the mass production industries are today celebrating Labor Day as we have never done before."

Praises Frank X. Martel

I'm proud to be here today on the platform with Frank X. Martel, President of the Detroit and Wayne County Federation of Labor, and other representatives of the Federation of Labor here in Detroit and Wayne County, especially since it was Brother Martel who fought in the American Federation of Labor the first real battles for industrial unionism for the automobile workers of America.

Labor Only Demands Its Due

"We ask nothing for Labor except that to which Labor is entitled. We ask nothing for Labor except that which is good for the whole nation. Those who have defied special privilege, those who have sought for a few the favors and privileges and wealth of the nation have all but destroyed everything decent in America."

The new labor movement in this nation today, said President Martin, will strike unflinchingly for labor and justice for the benefit of the overwhelming majority of the citizens of the United States.

Workers, Farmers Must Unite

"We are not neglecting, my friends, to remember that all America is becoming one nation and that they are the natural

allies of Labor, that those who own the farms and till the farms and work and produce, like Labor, have been chiseled by the chisellers, and their heritage has been destroyed by those who are able to manipulate the finance and power of the nation. On this great Labor Day we turn to our brothers and sisters on the farm and say to them, "We propose to you that workers and farmers shall march together, fight together, vote together for a better nation."

"The only thing in America that the reactionaries and Tories and the economic royalists fear is when Americans get ready to build their own organizations. That's what they fear, that's when they fear."

Just Begun To Fight!

"We close by saying to you that Labor has just begun to fight! Labor has just started to march! Labor is just beginning to wake up; this giant is now coming to life. Our task ahead is to build for better things for more Americans! Our job is to clean up the swamps, dredge the streams, plow the prairies of a new social and economic set up in this country that will bring justice to all the people."



Douglas Bluff Fails; Strikers Undaunted

Los Angeles.—Bluffs of the Douglas Aircraft corporation, diehard anti-union employer, failed this week to break a strike in one of its plants or to hinder organization in a second.

The statement of Donald W. Douglas, president of the corporation, that he had closed the Northrop aircraft plant, a subsidiary, and that it "no longer exists as an industrial entity" was viewed by UAW strikers as an empty threat.

More than 200 pickets continued to march in front of the plant after Douglas issued the statement.

At the firm's Santa Monica plant, 4,000 circulars warning workers against a strike attempt were distributed by the Aircraft Workers union, an "independent" union of plant employees.

Headed "Warning", the circulars demagogically attacked the UAW as "violent" and "destructive" because of its militancy and unwillingness to accept without a murmur the highly unsatisfactory conditions decreed by the management.

Readers were invited to attend a meeting of "independents" at 11:45 a. m. on the vacant lot across the street from the plant's main clock house.

Needless to say, the workers saw through this scheme of so-called independents who were merely acting as stooges for the bosses.

LOCAL 240 UAW

Local 240, DSR unit of the UAW, will hold a special meeting Sept. 17 at 8 p. m. in Northern high school to discuss ways and means of transferring its members into Local 167 of the Transport Workers union.

Local 167, although only a week old, marched proudly on Labor Day under a CIO banner and received the enthusiastic applause of Detroit citizens who were spectators.

The idea of one big union under the CIO is catching on among the men in all phases of activity. The definite advantages of belonging to a union which can protect and defend its members and their families are becoming apparent to an ever growing number of the department's employees.

President Martin's article analyzing the major achievements of the second annual convention, which was announced to appear this week has had to be postponed. This important article will appear next week.

Women Respond to Union Bid

It was most gratifying to witness the response of the members of the Women's Auxiliaries of the UAW to the invitation extended by the International that they attend as guests of the UAW Convention. The turnout exceeded all expectations. Every auto center in the country was represented. Telegrams came pouring in from some of the organizations that were just new and couldn't undertake sending a delegation this year.

Approximately 300 women participated in the meeting which took place on Sunday afternoon, August 22nd. The meeting was opened by Eve Stone, who was in charge as organizer of the demonstration. Sister Stone dealt with the splendid work done by the Auxiliaries thruout the country and indicated that the problem of building a national organization of the Auxiliaries was one of the major and immediate aims of the union and the Auxiliaries. She emphasized the great possibilities of the movement and its sig-

The chair was then turned over to the President of the Milwaukee Auxiliary, Sister Evelyn McGinnis, who presided and greeted the women in the name of her Auxiliary.

The Auxiliaries felt proud indeed to have with them at their guest and speaker, President Homer Martin, who extended the greetings of the International Union. Brother Martin praised the role the women have played in the strike struggles in auto and pledged the aid and cooperation of the International Union in the building of the Auxiliaries. Homer Martin stressed the importance of these Auxiliaries working and functioning in close cooperation and under the guidance and leadership of the International Union.

Greetings were extended from every Auxiliary present and reflected more than anything else how firmly rooted our Auxiliaries have become in the work and struggles of the automobile workers.

Form Colorful Parade

The climax was reached on Monday afternoon, when these several hundred women, clad in white, wearing breast-bands bearing the inscription "Women's Auxiliary—UAWA" carried placards emphasizing the key issues in the union and the Auxiliaries. The march into the convention hall was very colorful and effective. It impressed the union men as nothing else could, with the result that many union delegations went home determined to cooperate and build such organizations in their own localities. If this demonstration accomplished nothing more, it fulfilled the very purpose for which it was planned.

Sister Evelyn McGinnis addressed the Convention bringing greetings of the Women's Auxiliaries and pledging cooperation and support in the future battles that are to come.

The proceedings within the Convention afforded these women an opportunity to understand the issues before the union, to realize the great task facing our giant International today. Most of the issues revolved around the question of strikes, authority, responsibility and union consolidation. In spite of the differences that existed, the issues stood out in bold relief. The seriousness of the situation impressed these women

with a similar need for national coordination of the Auxiliaries and the intensification of our work so that new members may be drawn into activity in the Auxiliary.

The resolution adopted at the convention, which was printed in the last issue of the Auto Worker, is an indication of the position of the International Union and is the best guarantee that the necessary support will be had in the building of the Auxiliaries thru the local unions and the International as well.

The Convention provided a liberal education for those who witnessed its proceedings and helped crystallize a leadership among the women who visited as well as those who participated as delegates. It is this kind of training that really inspired the hundreds of women to do better and more effective work in the future. It gave them an idea of the complexity of the problems and forced them to give expression to the ideas they hold on these vital questions. It is here that the principles of unionism unfolded themselves before the membership and inspired them to carry on and perfect their organizations.

Morton Tries Closing Dodge

Muskegon, Mich. — The United Automobile Workers strike for collective bargaining at the Morton Manufacturing company here, which is now in its fourth week, has entered a new phase.

In an effort to stampede the older workers out of the union and back to work, the company sent each employe a letter explaining that it was closing its plant "indefinitely," but at the same time was careful to state—in the same letter—that when the "majority" wants to return to work, it will be welcomed without discrimina-

The scheme is obvious. It is being met by redoubled vigor on the part of the strikers. When this attempt to break the morale of the workers fails through, it will be interesting to see what Murray will do.

Three times at the time above plant of the Naga elementary are working in the atomic. Many times the workers signed up on one day alone. Furthermore, Dr. B. A. A. present time of advanced the Naga Organizing presentation in front of employees in the same. The Naga plant employees are being trained for their future growth in the future.

The Naga elementary plant have been given a great deal of support and are being trained in the future. The Naga plant are being trained in the future.

Plan CIO Body for Boston

Boston.—Representatives from 14 national and international unions met Thursday, Aug. 26, in answer to a call issued by Mike Widman, Jr., regional director of the CIO in New England, to combat the warfare waged by the State Federation of Labor against the CIO.

After discussion a committee of 10 was elected, composed of Salernio, Amalgamated Clothing Workers; Blumberg Textile Workers; Sidney Jonas, United Automobile Workers; Matthew Campbell, Radio and Electrical Workers; Dan Boyce, Leather Workers; Powers Haggood, Shoe Workers; Robert Mills, National Maritime Union; Martin Walsh, Steel Workers; Curtis, Rubber Workers and Baynick Newspaper Guild.

The 11th phase in the curriculum was very open, to be filled later. The curriculum was authorized to work on plans for the calling of a state and city convention to discuss a city and a state council of the CIO.

The reception was scheduled to start Thursday Sept. 2, at 10:00 a.m. in the main dining room of the hotel. The reception was held in the main dining room of the hotel.



Three members of the Pontiac Women's Auxiliary shown on their return to Pontiac after attending the annual convention at Milwaukee. The three are Gladys Yeaman, Emma Street and Edith Wolff. The Pontiac local had ten members at the convention and during their stay it was a liberal education.

Mrs. Jack Kennedy, and Family wish to say to Mr. Homer Martin, our great president and leader, and all International officers, all international office girls, the General Executive board, the UAWA band and minute men, Locals, the Women's Auxiliaries, Port Huron and Toledo locals, Dairy Workers local, also the American Federation of Labor, Detroit Wayne County and all who read the Auto Worker, thanks from the depths of our hearts for all services and kindness during the illness and death of our loved one.

We well know what he gave of himself for the great cause "Labor", which he loved more than himself. It is a great comfort to know the consideration shown him at those times by his beloved fellow workers and friends.

We stand ready at any time to help in our cause to further the great work.

There may be some local members and friends who did not receive acknowledgement cards as some of the cards were lost. We wish to take this way of thanking you.

Sincerely yours,

Mrs. J. J. Kennedy

Leonard Kennedy

Victor Kennedy



Max Osnos of Sam's Cut Rate is shown above presenting the key of a new Plymouth to J. Perry, 2538 Beniteau avenue, member of Local 306. This was one of three cars given away by Sam's Cut Rate Sept. 1, 2 and 3 following a series of picnics held by 25 Detroit locals at Eastwood Park in August.

NOTICE

UAW locals in Detroit desiring to rent a hall for meetings or social activities may be accommodated if they will call Local 187 at CA 8533. Located at 21 Saratoga street, 157 quarters include two large assembly rooms and a good dance floor. A public address system will insure be heard.

Directly in back of Perry stands Miss Genevieve Twardowski, 2183 Trow bridge, winner of the Chevrolet. Miss Twardowski's father is a member of Local 335.

At the left are shown the members of the UAW committee in charge of the contest as the third winner was decided—C. Hemminger, Box 202, Bascom, Mich., member of Local 222. The committee (left in right): Brothers Richards, 504 Green, 221 Thos.

Thousands of these animals and their families entered the Niagara Falls area every year for the following reason: George J. Chubb, 22, of 1401 Niagara Falls, N. Y., told *Life* and *Fortune* that Graham Chase, the husband of the girl, and the two boys, the "Buckskins,"

Muncie Breaks

Muncie, Ind., — An agreement between the Automobile Workers' Union and the Circuit court and the city of Muncie, which enabled the union to return to work at the Acme-Lessie tire corporation, today carry out the contempt of court.

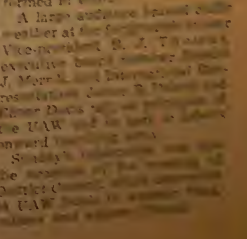
"We have come to a peaceful arrangement," said Davis, "but we are not willing to see the company does not want to be a peaceful man."

The agreement was ratified by 10 UAW members, 10 dissenting. Guthrie, who had been proposed on the corporate temporary damages.

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MEMBERSHIP

HOMER MARTIN, Pres. and Editor WM. MUNGER, Mg. Editor

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Who Gets The Money?

Mr. Sloan, Board Chairman of General Motors, in an interview on July 28, said that increased wages would be reflected in an increase of automobile prices. On August 5, General Motors announced an increase in prices. Mr. Sloan's statement misinforms and misleads the public into believing that increased wages justify higher prices.

If Mr. Sloan were candid, he would also reveal the fact that the labor cost of an automobile amounts only to 9.1 per cent of its total cost.

He did not tell the public that the net profit made by the entire automobile industry in 1936 amounted to the astounding sum of 24.6 per cent on a vastly inflated and fictitious capital structure. He did not say, but it is a fact, that about 80 per cent of the so-called capital investment in the automobile industry is not investment made by the promoters and stockholders but is in fact a reinvestment of excessively high net profits.

Mr. Sloan knows but did not say that these profits were made by operating on low labor costs and selling automobiles for high prices. He neglected to say that salaries and bonuses of \$1,070,000 paid to himself and one other General Motors executive out of profits in 1936 is not fair to labor or to the consuming public when the low income of millions of workers, farmers, small business and professional groups are taken into account.

Merle D. Vincent in JUSTICE.

Arbitration Flops

By COLSTON WARNE

The failure of compulsory arbitration and of the incorporation of unions to bring industrial justice or lessen labor unrest is demonstrated by the more than 30 years of experience of such plans in Australia and New Zealand. The idea was appealing and has been given a fair trial. It has failed, however, because of certain inherent weaknesses:

1. The arbitration boards have never been able to command the confidence of both parties to a dispute. When the conservatives are in political power, the arbitration courts tend to accept innovations shortly to lower wage standards. When labor comes to power, the complexion of the arbitration court tends to favor labor. Seldom has a board been able to give a satisfactory decision.

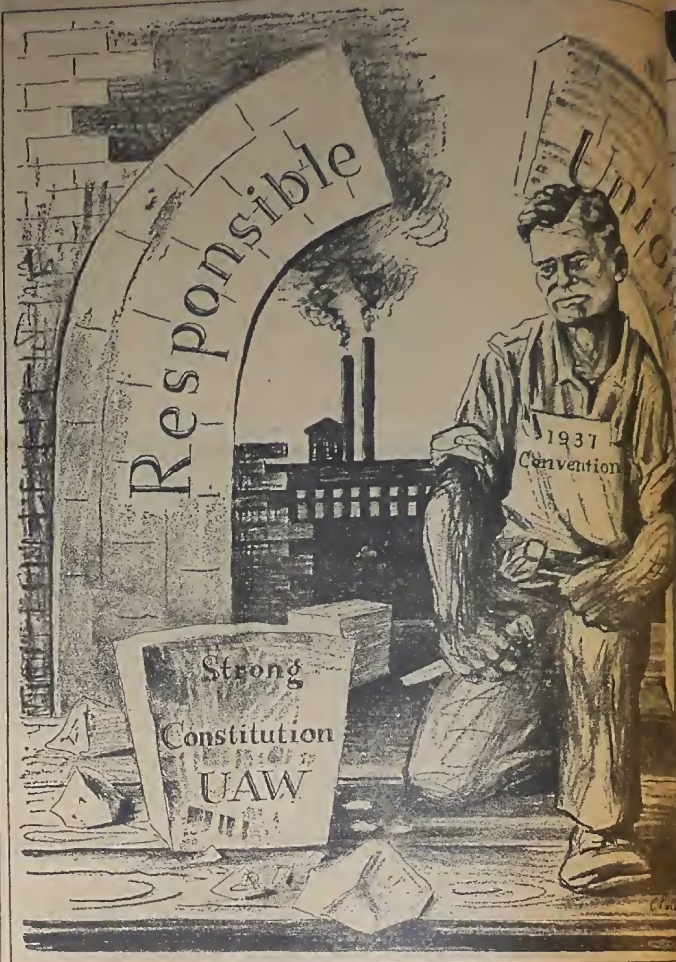
2. The judges have never been able to decide that a fair wage might be. They have experimented for years with the fixing of wages upon the cost of living and with allowances for productivity, skill, and hazard. Today they are more tangled with the problem than ever before. In some jurisdictions the minimum wage scale is intended to care for the needs of a family of five, in others four, in others three. Sometimes extra allotments are made for additional children, sometimes not. In any event, it is clear that when, at the outset of the depression, the judges lowered wages 20% because of cost of living reductions and an additional 10% to make labor share in the fall in production of the country, the court system became a device for facilitating the lowering of labor standards.

3. The court system has never

effectively removed the causes of labor unrest. At the start, strikes were prohibited, but time has shown that the judges have been unable to stop strikes of militant workers who had been done an injustice by a decree. The court tends, nevertheless, to lessen the power of effective union action.

4. The most serious problem encountered by labor under an arbitration system is that union leaders tend to turn into orators whose abilities are employed in gaining petty concessions. They lose their fighting spirit. In a recent Australian arbitration case, the union plea that all the problems of capitalism had been solved, and that, therefore, the court could well afford to re-establish wages on the level of 1905.

The National Labor Relations Board in the United States has done useful work in upholding the right of collective bargaining. It has been under severe handicaps due to the refusal of employers to recognize its decisions. Direct collective bargaining between a union and an employer may not bring exact justice. Still, it has the virtue of preventing state officials from imposing their theory of wages arbitrarily upon the nation.



CAN YOU TAKE IT?

CRITICISM. You can dish it out, but—can you take it?

YOUTH. Our Union is young. Our Union has the virtues of youth—courage, enthusiasm, the idealism of labor unionism, the will to win.

BUT, the kind of labor unionism being built by the CIO, and the UAW as part of the CIO, is industrial unionism.

INDUSTRIAL UNIONISM demands the virtues of youth plus the virtues of maturity—trade union experience and wisdom.

LOUD. In great surges forward of mainly uninitiated workers to unionism, characteristic of the birth of our union, there is fertile soil for persons largely distinguished by loud voices and persons interested solely in feathering their own nests, paid jobs. These curses of young unionism, trying to ride the crest of the unionization wave to happy harbors for themselves, must be drowned in a sea of vigilance. The membership and its leaders must torpedo these disease carriers and send them to Davey Jones locker. They will even try to rob that.

LEADERS AND 'HEROES'.

There are some 'heroes' who love to hog the footlights, the spotlights, even the candlelights—they bask most happily in the yellow glare of the employer's scandal sheets. In fact, in all new unions, one finds the type who will call in the reporters and with an air of unveiling some deep and profound secret will whisper some tidbit of gossip, untruth or half truth. There is another type who, because they are on the spot regarding some infraction of the rules of honest unionism, will hasten at the first opportunity to become a "hero" by getting clubbed or beaten by policemen, a group of scabs, or any other agents of the employers who happen to be around. These clones

are common to all new organizations, and their contempt for the workers is found in their "hero strategy"—"The saps, as long as I get the publicity breaks, I can lead them to Hades and back without them getting wise." And do they howl blue murder when their racket is discovered; how they assume the long, haggard look of the martyr and publicly send fervent prayers to heaven for the workers' welfare.

This "hero strategy" is great stuff, figure the "heroes", because in the future, when disagreements arise, when workers hold their oral reviews of past struggles, the "heroes" can always arise with the final and crushing verdict—"And who got beaten up first and worst? Myself, boys, you're looking directly at the guy in person."

Can you recognize these racketeers when you see or hear them next?

Some of these fellows are really efficient. Suppose reporters aren't so hot about seeing them. What do they do? They hire personal press agents to contact reporters and get their names into all the press. On top of that in some unions they try to issue personal journals boosting their greatness. Another example: Suppose they

are on the picket line, a patrol wagon is jammed with arrested strikers. Does a "hero"? No, sir! The cop, rides on the back of the rear, runs after the arrested!

Real leaders are slugged or arrested. They are in the line of duty, deliberately provoking the UAW battles have tire membership; strikes!

I'M A TOUGH GUY is the bird who gets up and says, "I never went to school, but I know a few words, I'm just a worker and I know here wants to hear let's get down to business out all dem big words. This is the way riding anything, the worker that is higher level of is the guy who keeps his fellow workers on the employers on. He exerts of intelligence that takes like a green and a little brain and fellow's brain as his own.

363.675 G. M. Stockholders

New York, Sept. 9.—The number of General Motors common and preferred stockholders in the third quarter increased to 363,675 from 359,630 in the second period, and compared with 342,532 for the third quarter of 1936, it was reported today.

There were 248,150 holders of common and 30,500 of preferred stock, against 239,100 common and 28,000 preferred in the second quarter.

THE HOT LINE of the service there is really it's not the it's the guy who with "I" is a sentence with "I" It was like a for fourteen years to be a union man. I remember... I was a worker... and years and years ago.

TAKE IT?

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are on the picket line and the
patrol wagon is jammed full of
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a "hero"? No, sir! He slugs the
cop, rides on the top, hangs on
the rear, runs after it—he must
be arrested!

Real leaders sometimes get
slugged or arrested. But this oc-
curs in the line of duty and is not
deliberately provoked. The hero
of UAW battles has been the en-
tire membership; they win it
strikes!

I'M A TOUGH GUY. There is
the bird who gets up at a meeting
and says, "I never went to gram-
mar school, high school or col-
lege, I can't talk dem two-bit
words, I'm just a plain, ordinary
worker and I tink all de guys
here wants to hear the works and
let's get down to brass tacks with-
out all dem highbrow speeches."

This is the guy that is always
riding anything that will make
the worker think or act on a
higher level of intelligence. This
is the guy that actually despises
his fellow workers—he wants to
keep them on the low level that
the employers like to keep labor
on. He caters to the lowest levels
of intelligence. This is the guy
that likes Hearst headlines, pink
green and yellow papers, tiny
articles so as not to overwork his
little brain and to keep the other
fellow's brain as small and weak
as his own.

THE HOT LINE. This is one
of the surefire indications that
there is something rotten—and
it's not the cheese in Denmark.
It's the guy that starts his speeches
with "I," starts every succeeding
sentence with "I" and winds up
with "I."

It goes like this—"I have worked
for fourteen years in the Locomo-
bile automobile plant . . . I know
. . . I remember . . . I have suf-
fered . . . I have slaved . . . I am
a worker . . . I have been in the
trade union movement for years
and years and years . . . I . . . etc."
etc."

Martin On Detroit Election

Labor and the Law

YELLOW DOG CONTRACTS, INJUNCTIONS AND A LEGISLATION PROGRAM FOR UNIONS.

(Continued from last week)

It is worth taking a moment of your time to give you a single illustration of how the courts, even after they yield to the pressure of labor, for the right to organize, grasp at every device to deny that right. The yellow-dog contract is a good example. The yellow-dog contract is a promise by a worker not to join a union as long as he holds his job. Most contracts are made to be enforced. Not so with the yellow dog contract. In its entire history there is not a single instance of an employer going to court to sue an employee for violation of such an agreement. The yellow-dog contract was not even contrived so that the employer could discharge

a worker if he joined a union. The employer did not need a contract for that purpose. Why, then, did employers want their employees to sign yellow-dog contracts? The answer is that the courts eagerly attributed a magic effect to these agreements. With their aid an employer could secure an injunction against any union which sought to organize his employees, on the legal theory that such action induced his employees to break their contracts. To you this may sound like so much word-chopping by lawyers. But in 1921 the Supreme Court of the United States gave its blessing to this legal trickery. In the Hitchman Coal Company case our highest court held that a yellow-dog contract justified an injunction which practically forbade the United Mine Workers to

organize the non-union coal fields of West Virginia.

Is it any wonder, therefore, that one of labor's greatest fights has been to end its subjection through the issuance of injunctions. It has been an epic fight. For the courts not only made laws themselves, but in the name of the Constitution decided what laws the legislators might make to limit the oppression of labor by the courts. Anti-injunction laws were constructed so as to leave untouched the evils they were designed to remove. When laws were passed which defied judicial misinterpretation, they were declared unconstitutional. But labor pressed on, despite the fact that the courts had invested anti-unionism with their own prestige and with the aura of the Constitution.

Courts Bow to Militant Labor

It is no accident that a few months ago when labor under the leadership of the CIO was in the midst of a vast campaign of organization, when organized labor was throwing its full force behind the President's plan to curb the power of the courts, that at that moment the Supreme Court suddenly experienced such a change of heart or legal concepts as to cause it for the first time to uphold in full vigor an anti-injunction law. And it is no accident that at this same fateful term of court both the Washington minimum wage law and the Wagner Labor Act were also sustained.

The Supreme Court's decision upholding the Wisconsin anti-injunction law leaves reluctant legislators no constitutional fig-leaf behind which they can hide their subservience to employers. More than a dozen states have already passed laws similar to the Federal Norris-LaGuardia Act. These statutes limit the powers of the courts to issue injunctions in labor

disputes, declare yellow-dog contracts contrary to public policy and hence unenforceable, and guarantee the right of jury trial to those accused of contempt of a labor injunction. One of your tasks is to see to it that there is not a single state where such laws are not adopted to cage the injunction menace. At its last session, the Michigan legislature, whose laws touch the very heart of your organization, refused to pass such a statute. Its enactment at the next session should be one of the imperatives of your program.

When the law first recognized the right of labor to organize and bargain collectively it may have rested upon the simple proposition that this was the only means by which labor could effectively bargain for its daily bread. At that time, labor's right amounted to little more than freedom from criminal prosecution once it had run the gauntlet of hostile statutes and even more hostile in-

junctures. More recently much of this repressive legislation has been repealed; the courts have grudgingly yielded recognition of labor's rights; the wholesale issuance of injunctions has been curbed. These gains have given substance to labor's right to organize and bargain collectively. But until recently there remained an enormous and ever-widening gulf between the social necessity for that right and its legal status.

The development of American industry has made collective bargaining the only means of preserving some semblance of a balance between the mass of the people and the masters of finance and industry. Without that balance wage-earners cannot secure a sufficient share of the wealth they produce to maintain and improve their standard of living. Without that balance the domination of finance and industry over the social, economic and political life of this country would be complete.

Warns of Broader Challenge to Labor

The time has come when the right to organize and bargain collectively is as vital to the welfare of the nation as the right to political franchise and democratic representation. Without the one right there can be no assurance that the other will endure.

Despite these dynamic social implications of the right to organize and bargain collectively the law remained static. Labor's right was neither enforceable by law nor protected by law. Employers could with impunity discharge workers because of union membership or activity. The weapons of economic terror, company spies, blacklists, and the company union were entirely legal. Neither labor nor the public could longer tolerate such a situation. Under the leadership of labor the first great step to end it was taken through the passage of the Wagner Labor Relations Act which makes illegal these employer interferences with labor's right. Labor has won a great victory in the enactment of that law but experience has already shown that the victory is not complete. The Wagner Act should be amended to require employers to make agreements with their workers in writing. They do so in the world. Let them do so in this country with their employees.

labor bills", citing the recently defeated Michigan bill as an example. He spoke of the employers' attempts to cripple the Wagner Act and secure trade union incorporation. He hit at the employer created vigilante movement and called upon the labor unions to back its own national and state legislation designed to strengthen labor's power.)

I have had time only to sketch in broadest strokes a program of legislation essential to the social and economic security of the members of your union and for

labor in general. I have been able only briefly to touch upon a program of legislation necessary for the fullest realization of the right. Steadfast courage, wise to organize and bargain collectively. Steadfast courage, wise leadership and true vision will be necessary to translate this program into law. You have demonstrated those qualities in the building of your union. You will need them in even fuller measure to meet the broader challenge that lies ahead. The workers of America expect you to take up that challenge.

Candidates Lash Citizens League

Detroit Citizens League
1022 Dime Bank Building
Detroit, Michigan

Dear Sirs:
The undersigned candidates for Common Council join in this communication to you in response to your questionnaire.

We will be frank with you. We are of the opinion that you are not interested in good government for the City of Detroit. On the contrary, we are of the opinion that your organization is actually the political front for the economic royalists who have been in control of the administration of municipal affairs in this city for many years.

Prefer Disapproval

We do not desire your endorsement. We would regard it as a reflection upon ourselves. We prefer your disapproval, knowing that the people of this city are at last aware of the hypocritical role which you are playing to further the interest of big business. If there are persons who are still

laboring under any misapprehension about your objectives, their misapprehension ought to be dispelled by a perusal of the questions which you ask. To illustrate: you ask for our views regarding "the whole problem of city government in relation to industrial questions, agitation, strikes and threatened disorder". It will be observed that you throw into the same category "agitation, strikes and threatened disorder". It is perfectly obvious that when workers seek to organize into unions for their protection and the advancement of their interests, to you they are guilty of "agitation"; when after years of oppression, low wages and long hours they are compelled to strike, to you they are guilty of "disorder". Certainly no forward-looking, progressive candidate can expect to receive anything but prejudice treatment from an organization which so persistently ignores the point of view of the

gigantic corporate interests of the city.

Important Omissions

It might well be added that your questionnaire is also interesting for what it does not ask. Not a word about the vicious spy system and black-list of the Detroit factories. Not a word about the maintenance of freedom of speech, press and assembly for the citizens of Detroit. Not a word about the deplorable housing situation and the proposals for relief for the hundreds of thousands of persons who are obliged to pay exorbitant rentals, or to live in hovels which are a disgrace to every American. Not a word about the dictatorial and illegal administration of our police department. You are not interested in these matters, are you? Well, the people of Detroit are!

Due for Surprise

We have been frank with you, haven't we? May we add, again with frankness, that it is not you

that the people of this city are no longer going to be deceived by your organization, and we confidently expect that your "committees", together with the groups whose views you really represent—the Manufacturers' Association, the Employers Association and the Board of Commerce—are due for an abrupt awakening in the coming election. You may surmise that we propose to do our part to ring the alarm.

Patrick H. O'Brien
Tracy Doll
Maurice Sugar
Walter Reuther
Richard T. Frankenstein
R. J. Thomas.

Brothers,
Say It
With Ballots!

To All Locals in Detroit Affiliated with the United Automobile Workers of America Greetings:

This is one of the most important communications you have received from me since the formation of the United Automobile Workers of America.

For the first time in the history of this city the organized workers are taking an energetic part in the municipal election. In so doing we have undertaken a campaign in which we cannot afford to fail.

Many of you heard the radio speech the other night of John L. Lewis, chairman of the Committee for Industrial Organization, in which he sounded the keynote of labor's new drive on the political front. Our city of Detroit is the first battleground in this crucial effort.

The time has arrived when labor must protect its gains in organization by entering actively into politics to insure that the city, state and national governments shall not be controlled by hostile officials who would seek to sabotage progressive laws or cripple labor by repressive laws.

The automobile workers of Detroit were the first to go over the top in the organization of workers on the industrial union basis. Now you must also be the first to advance on the political field. The eyes of the nation are on Detroit's labor ticket.

On the ticket which we have entered—not merely endorsed—are four officers of the UAW—our brothers who have already demonstrated to us their capacity for leadership. The labor candidate for mayor is Judge Patrick H. O'Brien, a fighting progressive.

With Judge O'Brien on the ticket are Richard T. Frankenstein, president of the Dodge Local No. 3, Tracy M. Doll, president of Hudson Local No. 154, Walter Reuther, president of West Side Local No. 174, R. J. Thomas, president of Chrysler Local No. 7 and Maurice Sugar, prominent labor lawyer who is, in every sense of the word, one of us.

Every man on this ticket represents labor and it is of utmost importance that every member of the UAW in Detroit votes for each candidate. You will receive detailed instructions from Alan Strachan, campaign manager whose headquarters are at 203 Hofmann Building. Wholehearted cooperation with that office is essential to a victory at the polls.

Register before September 15 and then in the primary on October 5 and the election on November 2 "vote labor" for a better governed Detroit, a stronger union, and a more progressive nation.

Fraternally and earnestly yours,
Homer Martin,
General President.

Auto workers, you can win \$50 in prizes for the best campaign song.

For the best song written by any member of the UAWA in Detroit the Political Action Committee will pay \$25. Second prize is \$10, third and fourth, \$5, and then there are five \$1 prizes.

Those who enter the contest need to write only the words of a song. For the music, select any popular tune of the past or of today.

Each song submitted should consist of three four-line verses. The theme, of course, is the importance of a labor victory at the polls this Fall in the city election.

Closing date of this contest is Sept. 18. The judges will award prizes promptly after that date. No songs postmarked after midnight Sept. 18 will be eligible for the judging.

John L. Lewis to the UAW Convention

(Continued From Last Week.)



PHILIP MURRAY

Chairman of the Steel Workers Organizing Committee.

The leader of steel reviews gains made by the CIO. However, since this writing hundreds of thousands of additional workers in oil, agriculture, marine, textiles, lumber, etc., have entered the ranks of the Committee for Industrial Organization.

Organization was created of necessity—driven by the very forces of absolute and positive necessity.

For some 15 or 20 years during the period in which transitions were taking place with respect to the production of steel, rubber, automobiles and kindred things, leaders of labor—enlightened leaders of labor—had come to the conclusion that the old method of organizing men in great mass production industries was rather antiquated, had borne little fruit, that no success could attend the efforts of any movement which attempted to organize men in these great basic mass production industries into craft unions.

EXPERIENCE TEACHES

Experience had taught that lesson because none of the mass production industries of the United States had ever been organized on any permanent basis. None of the workers in those industries had ever been organized. When certain leaders affiliated with the American Federation of Labor courageously fought upon the floor of the various conventions of the American Federation of Labor for a change of policy, to permit creation of a department of industrial organization, those conventions told the leaders that sponsored such movements that the American Federation of Labor did not propose to change its policy with respect to the organization of the mass production industries. Therefore, the leaders of the Committee for Industrial Organization felt it incumbent upon themselves to do something about it. They felt that the very life plant of the existing great industrial unions was in constant jeopardy if other mass production industries remained unorganized.

Different plans were offered for the organization of these industries. Eighteen months ago, when the Committee for Industrial Organization was formed, we found that there were approximately 3,500,000 people in the American Federation of Labor, and there were approximately 30,000,000 workers in the country. There were some 4,500,000 organized including those organized and not affiliated with the American Federation of Labor leaving some twenty-five and one-half million wage earners in the United States without protection of a bona-fide legitimate labor union. So the Committee for Industrial Organization was formed.

CIO UNIONS EXPAND

You have been reading in newspapers about things that have been transpiring in the various industries in the last few months. Ten months ago, there were 15,000 dues paying members in the auto workers union. Today, due to the Committee for Industrial Organization and the officers of that union, there are about 375,000 dues paying members.

Ten months ago in an industry giving employment to 12,000,000 men and women, the textile industry, they had 1,000 dues paying members. A few months ago, the Committee for Industrial Organization organized the Textile

There is need for organization of workers; there is work to be done. Time is a factor. Labor must become conscious of its strength, and labor must put its own internal house in order and undertake to use its strength and use its energy and use its time and its money not in contentions and cavilings in its own councils, but against the common adversaries of labor, those corporate representatives who deny the right of labor to organize, those representatives of special interest represented by some of our newspapers and public officials who rail against and criticize the efforts of labor to establish organization.

LABOR MUST BECOMES ARTICULATE

You know labor has nothing but its own strength; labor don't own the radio stations throughout America that disseminate propaganda and calumny. Labor does not own these great strings of newspapers and publications throughout this country. Labor has no publications except its own small trade organs; although I might just stop, in passing, long enough to say that when this work of organization gets a little further down the road, then I am going to suggest to the American Labor Movement that we organize and publish here in America a great national newspaper that will tell the truth.

Labor in America is determined to become articulate and labor in America will not have its families and its dependents rely upon newspapers like the New York Herald Tribune, the Chicago Tribune, and a great number of others that I could name who continually assail the ears of their readers with a drum fire of distortion and a mis-statement and exaggeration and denunciation of the logical aims of labor. Labor wants nothing that is not virtuous. The ideals of labor are not discreditable motivations that spring from the heart of every man who desires to improve his own condition, to elevate the social status of the men and women of labor and of the country as a whole.

We hold that those ideals are meritorious and we hold that we have the right to demand a proper participation and a proper distribution of the natural and artificial bounties of American industry and American life. We will continue to say that thing, and the thing that is going to make such an achievement possible is the organization in American industry of great unions like your own, capable of standing with their fellows here in our country for the at and the logical ideals of labor.

KEEPS HOUSE IN ORDER

However, there exists, of course, the necessity to be wise in counsel ourselves and to keep our own household in order. I wonder how much each of you under-

Workers Organizing Committee, under the leadership of Sidney Hillman, president of the Amalgamated Clothing Workers of America. During the two months period they have brought 100,000 members into the textile workers organization and secured 85 contracts.

Ten months ago there was no organization in the giant lumber industry. True, the Carpenter's union existed, but it confined itself and its activities to the construction end only. In the related industry, the lumber industry, there was no organization. Today, over 90,000 lumber workers in the far Northwest are holding membership in the lumber workers international union.

The steel workers organization has grown from nothing to a membership of approximately 325,000 members during the ten month period. (Figure as of April 30, 1937.)

I am endeavoring here to show what can be accomplished with reference to organizing men and women if you give them the kind of organization they want. We have contended rather consistently, and I believe rightfully so, that there is no place for craft unions as such in these great mass production industries. Certainly our experience is, that that particular organization had never organized that industry, nor did it even intend to.

stand of the importance of your position in this great convention today. You are here representing your constituent membership who selected you as a leader to come to this convention and legislate for them, and upon each of you there accrues a great responsibility, because you are not only representing your own constituency but you are standing here in the pitiless limelight of national publicity, where your every official act as a convention will be examined from the standpoint of the many who are eager to find baws in your procedure or a defect in your policy where-with to give them ammunition to assail not only you, but the movement that you typify and represent.

CONVENTION WATCHED

Every newspaper in America is watching this convention. Every magazine writer and publicist in America has his eyes upon this convention. Every politician of any political party in this country is watching this convention. Why? Well, because they are measuring the success and the future of the CIO by what this convention does. This convention represents a great segment of the CIO. The Automobile Workers Union is one of the great units of the CIO. You are on your way to become one of the largest, if not the largest union in America, for when you complete the work of organization in the automobile industry your union will be of comparable size, if not exceeding in numerical strength the United Mine Workers of America, the greatest union in this hemisphere.

MINER AND AUTO WORKER

There is a bond of affinity and understanding between the man in the automobile industry and the man in the mining industry, because here and there throughout your great industry are great numbers of men who were formerly in the mining industry and here within the sound of my voice this morning will be found man after man among your delegates who formerly worked in the mines and who formerly were members of the United Mine Workers of America.

Let me say to you that when you perfect this work of organization in your industry—and it is not perfect yet—when you perfect this work of organization, your union, the United Mine Workers of America, The Ladies' Garment Workers International Union, The Amalgamated Clothing Workers, The Steel Workers will form a mighty group capable of marching in the vanguard of the CIO and accepting the hazards of any opposition that may come, to carry the banner of labor down the years of the future. The world recognizes 6,000 feet.

ENEMIES WILL DISTORT

If you make errors of procedure or judgment in this convention your critics

Martin on G.M. From the Convention Proceedings

"To those who would shout that the United Automobile Workers, is not responsible, let them contact the innumerable companies with whom we have contractual relations. However, we are not avoiding any responsibility that may be ours in the creation of unauthorized action. In any case, we say this, that such unauthorized action does not contribute to democracy, but in most instances has been a violation of democracy by and through an autocracy of a few, thus violating the rights and the welfare of the great majority of workers affected by their unauthorized action."

President Martin further said, in this connection: "I would like to emphasize at this point that it has been generally understood by a great many, it has been so publicized in the press, that our agreement with General Motors terminated August 11. That is a mistake. The agreement with General Motors did not terminate on August 11. There is no termination date. A provision of the agreement makes it possible to change it upon sixty days' notice. We have pointed out a change, and negotiations have been going along these lines."

and your adversary will claim that it is proof of responsibility to the people. I do not dwell within the CIO, and the CIO is not the virtuous, redemptive kind little Lord Fauntleroy of the American Federation of Labor.

So, friends of mine, I want to measure your responsibility. You will accept my advice and operate in making this convention successful.

Speaking just as a member family, I understand that you not proceeded as far with the work of your convention as you might under another set of circumstances. There is division on the committee report division on different matters. I urge you not to take too serious a point of procedure or decision in this convention. Your great responsibility is to get a constitution and do the work of this convention and send your agents out to complete the work of organization in the auto industry, and to lend your strength to the CIO in helping to organize these other industries now less favorably situated.

You know as the years roll by are going to have a lot of such conventions, and every time you go back to your convention you will consider each paragraph of your constitution and each resolution that is introduced from your membership in this great form of debate you will from time to time adopt such changes and make such changes as your members may indicate. For that I do not expect to do a perfect job. It can't be done, no matter what you or how long you stay here. You will have a perfect constitution when you emerge from this convention because you will wish to refine the constitution in the light of your experience as the years go by.

The United Mine Workers of America have been writing a constitution since 1890, yet there is scarcely a convention gone by but what there is some change made in the constitution provisions in the light of additional experiences and in the light of the test and the passage of the days of the years.

ANNUAL CONFABS BURDEN

I have this to say. I think you to follow common sense point some of these things. My advice, is binding on no delegate. I know, I am sure, that I have no right except that of seeing you by yourselves and by the labor movement. But I understand that a division of sentiment to some extent as to whether you should have a convention yearly or every two years if you had a small organization of the size of the one you had but would not be any great trouble to have a yearly convention, but since you have grown up into this gigantic organization where you are today, as a matter I think that you would not have a convention every year because these conventions are costly affairs, costing tremendous money, taking a great deal of time in the preparation for the convention, weeks of work on the part of the officers, and the carrying out of mandates of the convention upon the work upon the part of the members. I think you will want to give your officers time to execute their mandates and to undertake to have a period elapse between the sessions of your parliament.

(Applause)

I can only say to you that the Mine Workers of America are about the only organization that can be compared with you. It can be compared with the CIO, but the CIO is not the virtuous, redemptive kind little Lord Fauntleroy of the American Federation of Labor. I think you will want to give your officers time to execute their mandates and to undertake to have a period elapse between the sessions of your parliament.

(Continued from page 6)

POLITICAL RIVALRY

VICTORIES QUELCH CRITICS

PRETTY GOOD OFFICERS"

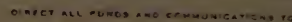
LEFT AND RIGHT

CROWNED WITH GLORY

FORDISM DOOMED

CIO NEEDS UAW AID

There is work to do here in America.



P.O. BOX 1413
SAN FRANCISCO
PHONE UNDERHILL 8000

August 21, 1927

Mr. Homer Martin, President
United Automobile Workers of America,
601 Hofmann Bldg.
Detroit, Mich.

Dear President Martin:

I was overwhelmed when news came to me of the glorious action taken by your Convention on the Mooney-Billings case. It gladdens my heart to know that the United Automobile Workers of America have shown by their action that they are 100% behind this fight and that they will see it through to the end.

At the present time we are making efforts to carry the case to the United States Supreme Court in Washington, and of course we need every last bit of support we can muster. I have written to your Assistant, Brother Benson, asking that an official copy of the Resolution be sent to me care of the Tom Mooney Molders' Defense Committee P.O. Box 1475, San Francisco, Calif.

I also make the request that the donation be forwarded to the Tom Mooney Molders' Defense Committee, which is the official Committee carrying on the fight and of which Committee I am the director, and I hope that you will see that the funds are properly directed to this Committee and that any communications to me are addressed in care of the Committee, P.O. Box 1475, San Francisco.

Your Convention marks a great forward step in the march of Organized Labor in the United States, and makes more sufferable the many years that Billings and I have spent in prison for the cause of the workers and the right of working men to band together in Unions for their own self-protection and to get a small measure of the things due them in this life.

I am slowly returning to health and I am more determined than ever to carry on this fight for freedom and vindication, and I hope that before many more days have passed we will be freed and that we will be able to greet you outside of prison and join once again in the fight of the working class.

With my profound, heartfelt and grateful thanks for the generous action of your Convention and your own part in obtaining it, I send you my warmest personal regards and the very best of good wishes.

Sincerely,
Tom Moore
31921

THIS COMMITTEE IS THE ONLY ORGANIZATION AUTHORIZED TO COLLECT FUNDS FOR THE DEFENSE OF TOM MOORE

Passed by the Second Annual Convention International Union

United Automobile Workers, August 25, 1937.

WHEREAS: Tom Mooney and Warren K. Billings have been confined to California's penitentiaries for twenty-one years, the victims of a vicious anti-union frame-up conceived and effected by unprincipled special interests; and

WHEREAS: The innocence of Mooney and Billings has been affirmatively established beyond any possible doubt, the perjured witnesses against them having been long since discredited and exposed; and

WHEREAS: The twenty-year fight for freedom has recently culminated in Tom Mooney's obtaining a hearing on habeas corpus in the Supreme Court of California; and

WHEREAS: In the event this court refuses to grant Mooney's freedom, the case will be appealed to the United States Supreme Court; and

WHEREAS: There is a better likelihood than there has ever been that Tom Mooney will be freed by the Supreme Court of the United States when his case is heard before that Court; and

WHEREAS: The generous, whole-hearted and complete support of organized labor is absolutely necessary in order to insure this victory which is expected; now therefore be it hereby

RESOLVED: By the UNITED AUTOMOBILE WORKERS OF AMERICA in convention assembled that we throw our full strength behind the fight to free Tom Mooney and Warren Billings, and we hereby reaffirm and declare our belief in the absolute innocence of these brothers; and be it further

RESOLVED: That we petition the Governor of California, Frank F. Merriam, to grant Tom Mooney a full, complete and immediate pardon; and be it further

RESOLVED: That we donate the sum of \$10,000 to the Tom Mooney Molders Defense Committee, to carry on the fight for Tom Mooney's freedom; and be it further

RESOLVED: That copies of this resolution be sent to Governor Frank F. Merriam of California, to Tom Mooney and Warren K. Billings, and to the press.

there is work to do to make America free, to make American workmen free from the great corporations, and give them the right to belong to their unions so they can stand in their own community, and in their own plants, and in their own neighborhood, four-square and erect and vote the dictates of their own conscience when it comes time for them to express their convictions.

I bring to the United Automobile Workers greetings from millions of the members of the Committee for Industrial Organization, millions of Americans who have lent you their strength and who have prayed for you in their prayers. I bring you their greetings. They join with you in striving for the things that are in your hearts, and I only ask in return that they can look at the hundreds or thousands of members of the United Automobile Workers of America as being some hundreds of thousands of Americans who will ever remain true and loyal to their union, and join with the rest of them in fighting for what every man and woman that works for a living have here in their hearts in our own country. I thank you.

To the Editor: Just as the Detroit automobile workers took the lead in organizing powerful industrial unions, so we must now take the lead in organization on the political field.

The political action committee of the District Council, with the sanction of the International office, has picked five men to run for members of the Common Council of Detroit, and Patrick H. O'Brien as candidate for mayor.

In order to go on with our program to raise the standard of living of the workers, we must use power at the polls.

our power at the polls.

We need a labor administration to stop the police from beating union men and women on the picket line.

Bring this question up in your local union, register now, vote in the October primary and November election. See that your wife votes, urge your grandmother to get out and Vote Labor.

John Panamer

John Fanning

Resolutions Passed . .

AT THE SECOND ANNUAL CONVENTION OF THE
UNITED AUTOMOBILE WORKERS

RESOLUTION ON SOCIAL SECURITY

WHEREAS: The Development of modern industrial society has long reached the point where neither private nor public charity can at all cope with the problems of mass destitution, as a result of unemployment, sickness, old age, etc.; and

WHEREAS: The United States has hitherto been among the most backward of modern nations in the matter of social legislation; and

WHEREAS: The Federal Social Security Act, adopted last year, constitutes a tremendous step forward in this respect, despite all of its shortcomings and deficiencies, because it represents the first great effort at establishing a federal system of social legislation; and

WHEREAS: From the point of view of the workers there are the following grave deficiencies in the present Federal Social Security Act:

1. In the section dealing with aid to the aged.

a. Instead of establishing a uniform federal system for the assistance of the aged, the Act operates through encouraging State old-age assistance laws by federal grants, thereby resulting in great confusion and wide diversity of standards.

b. There is no requirement as to any definite standard of assistance on the part of the states, so that in some cases these benefits are as low as \$15 a month.

c. There is no requirement as to equal treatment in the distribution of assistance, so that in many cases Negroes and other underprivileged groups suffer discrimination.

d. The system of old-age pensions is financed partly by a direct tax on wages and partly by a payroll tax paid by the employers, but ultimately largely passed on to the consumers.

e. Seven categories of employed persons (agricultural labor, domestic labor, casual labor, labor in non-profit making institutions, etc.) embracing nearly 13 million workers, are altogether excluded from its benefits.

2. In the section dealing with unemployment insurance:

a. Reliance on state laws is even more marked here, with even greater confusion and diversity of standards.

b. Millions of workers, of nearly the same categories as above, are excluded from its benefits.

c. Almost everywhere, a previous period of employment is required before payment of benefits can begin, so that those now unemployed are excluded from the provisions of the Act.

d. The benefits are pitifully small, usually below even relief standards, and they extend only for a brief period in the year (from 10 to 20 weeks).

e. In most cases, workers are penalized through loss of benefits for being out of work as a result of strikes or lockouts.

3. In the entire Act, there is no provision for sickness or accident insurance, of vital importance in any complete system of social legislation.

4. There is no provision for the participation of organized labor in the administration of the Act, under the circumstances where certain features of it (registration, etc.) may come to constitute a grave menace if misused; now, therefore, be it

RESOLVED: That this Convention of the UAWA goes on record endorsing the Federal Social Security Act as the first big step towards a complete and adequate system of federal social legislation; and further be it

RESOLVED: That this Convention goes on record in favor of the following improvements and amendments in order to overcome the major deficiencies of the present Social Security Act and to render it more effective:

1. The Act should be extended so as to cover all workers with insurance against old age, disability due to sickness or accident and unemployment.

2. The system of social insurance under the Act should be entirely federal in character so that it may be uniform in standards and application throughout the country.

3. The whole system should be financed by special taxes on incomes, inheritances and profits, but under no circumstances by taxes on wages, directly or indirectly.

4. Benefits should be measurably increased both in old-age pensions and unemployment insurance, at least to the generally recognized minimum standard of health and decency, with proper consideration given to dependents. The age level for old-age pensions should be reduced to 60 years.

All provisions or administrative regulations that may interfere with the full freedom of union organization or the right to strike should be eliminated.

6. Labor should be granted representation in the administration of the Social Security laws.

RESOLUTION ON WORKERS' EDUCATION

The Committee of Education has considered Resolutions Nos. 29, 68, 70, 72, 74, 89, 115, 220, 229, relative to workers' education, and in lieu of these resolutions has composed the following resolutions and wishes to submit the same for your approval.

WHEREAS: In the past year our International has made a good beginning in the establishment of educational work in the union; and

WHEREAS: With the rapid growth of our union and the recruiting of hundreds of thousands of new members into our ranks, the educational work in the locals and in the International becomes of prime importance; and

WHEREAS: If the IUAWA is to continue to grow and develop into a stabilized, militant, and effective instrument for the winning of better and fuller life for the workers in the automobile industry; and

WHEREAS: This can only be achieved by a well-planned and enlarged workers' education program, which requires the services of additional personnel; and

WHEREAS: The education of our members in the history and principles of organized labor is necessary to preserve and maintain the solidarity of our union; therefore be it

RESOLVED: That the education of our membership shall be given as much consideration as any other activity within our organization.

RESOLUTION ON TWO WEEKS' VACATION

The committee recommends the following substitute for Resolution No. 92:

WHEREAS: On numerous occasions some of the larger industries have granted its employees vacation with pay; and

WHEREAS: At various times most of the locals have endeavored to obtain such concessions for their members, and in most instances they have been met with refusals; therefore be it

RESOLVED: That every effort, through collective bargaining be used to bring about in the automobile industry a two (2) weeks' paid vacation to all employees.

RESOLUTION ON ORGANIZATION OF OFFICE WORKERS

The overwhelming majority of typists, stenographers, bookkeepers, accountants, and general office workers are making lower salaries than the minimums paid to factory workers in the automobile industry. Their hours are unlimited and seniority is unheard of for office workers.

On the other hand, great interest in organization has been expressed by office workers and in many instances they have shown a desire to become part of the organized labor movement.

In view of the needs and desires of office workers in the automobile industry for organization, in view of the necessity for the improvement of their working conditions and gaining for office employees as well as factory workers some semblance of job security, and, in view of the fact that the U. A. W. A. is an industrial union and it would be beneficial to all the workers in the automobile industry to be in one and the same union, we therefore propose that:

1. The U. A. W. A. at this convention go on record for the formation of an Office Workers' Division of the International Union.

2. That steps be taken immediately following the convention to set up adequate apparatus for the organization of office workers in the automobile industry.

3. That all locals of the International Union make all efforts to aid in every way in the organization of and support of the office workers of the automobile industry.

RESOLUTION ON SIT DOWN STRIKES

Your Committee on Resolutions presents the following substitute resolution in lieu of Resolution No. 203 and Resolution No. 238.

WHEREAS: The opposition by the employers to the sit-down strike was not in reality based on the fact that the workers occupied their plants, but they were unable to operate their plants; that the strikes were so effective and that the plants could not be operated with strike-breakers; and

WHEREAS: It is our opinion that it was not so much consideration for the life and well being of their employees which prevented the employers from breaking into the plants and forcing the workers out but rather it was fear of the destruction of their property by their own thugs which deterred them; and

WHEREAS: All of the sit-down strikes were characterized by extreme care of the property of the employers by the striking workers; therefore be it

RESOLVED: That the Second Annual Convention of the UAWA assembled in Milwaukee reaffirms the policy on the sit-down strike as a weapon in labor struggle.

C. I. O. Absorbs West Virginia State A. F. of L.

WASHINGTON, Sept. 9.—The West Virginia State Federation of Labor today affiliated itself with the Committee for Industrial Organization, thereby completely severing relations with the American Federation of Labor.

In acknowledged retaliation against orders of the AFL Executive Council punishing local labor units joining the CIO, the CIO issued a charter to the West Virginia organization today. It will be known as the West Virginia Industrial Union Council. The state body claims to represent 170,000 workers.

RESOLUTION ON RESEARCH

Submitted by Thurman Cole of Resolutions Committee.

WHEREAS: The organizers of certain types of industry have been handicapped in the matter of gathering and necessary data and information on wage scales, living conditions, peculiar to these types of industry; and

WHEREAS: The Research Department has shown in its report that rendered invaluable aid in the organization and the negotiation of contracts in the past; therefore be it

RESOLVED: That this convention go on record to further the good work of this department; and be it further

RESOLVED: That the Research Department be immediately placed on a budgetary plan to enable it to function in an efficient manner; and be it further

RESOLVED: That the Convention instruct the Research Department to take immediate steps for publication of a monthly research bulletin containing a report of a cross section of conditions within the industry, as well as general economic conditions to be met to each local union and to each organizer.

Your committee unanimously recommends concurrence.

The report of the committee was unanimously adopted.

La Follette Flays Ford

Excerpts from the address delivered to the Second Annual Convention of the UAW.

Leadership, whether that be expressed in terms of individuals, or terms of organizations, is important only in terms of what it expresses some urgent, some pressing need. An individual or an organization has last significance only as it symbolizes some momentous trend of the times and you and I, it seems to me, must first and foremost realize the trend of the times in which we live. This represents the end of one period and the beginning of another. This change in our political and social and economic structures is not a product of propaganda or agitation. It is the product of basic physical changes in which we live today is different from the world of fifty or seventy-five years ago. In a period of adjustment, change there are people who live physically in this world, but whose thinking is 75 years behind the times. There are people whom I can classify only as reactionaries, whose feet are in 1937, whose heads are in 1867.

When an employer like Mr. Ford and I am not here today to criticize Henry Ford; he may be a very nice person, a lot of these gentlemen are nice, they are good to their families, they are good neighbors, but the trouble with them is they do not see what is happening in the world about them. When a great employer of a plant like the Ford plant talks about bargaining individually with his employees, he don't have to question his motives, you can question his thinking. Just take a pencil and a piece of paper, and Mr. Ford or any other head of a big industry were to set out to bargain individually with the employees of a plant and he spent nine hours a week seven days a week, fifty-two weeks a year, he would scarcely have time to shake hands with the individual in his employ, let alone to say, "How do you do?"

Collective bargaining and the necessity for labor organization in a capable of selecting representatives of their own choosing for collective bargaining, is not the product of propaganda or agitation. It is the product of physical evolution of the economy in which we live, and anyone who is attempting to resist the inevitable consequence of our economic development.

Lead Poisoning Afflicts Thousands In Auto Industry

The Medical Research Institute is the UAW's scientific instrument for determining the causes of industrial diseases and their prevalence in the automobile industry. Its research into lead poisoning and lead poisoning in the industry will enable our union to take adequate measures, through specific provisions in agreements and legislation, to end forever these plagues afflicting the automobile worker. It is hoped that this and succeeding articles will arouse even greater interest amongst our membership in the work of their Institute, and will develop a greater cooperation between them.

We freely make the assertion that in the state of Michigan it is much easier to get information about the kinds and prevalence of diseases that afflict pigs than it is to get adequate and accurate information about the kinds of industrial hazards and their prevalence afflicting human beings.

It is also a curious fact to unthinking people that the great state of Michigan has a Department of Labor and Industry that either knows nothing of industrial diseases or has willfully buried the facts out of public reach.

Unthinking people would naturally conclude that Michigan's citizens are more calloused as regards human suffering; thinking people conclude with greater conviction that the almighty power of the auto moguls' treasury and political power has either rendered impotent Michigan's labor department or turned it into a graveyard of the truth.

Thousands Poisoned

Once in a blue moon there is a slight leakage and the world gets a glimpse of the great secret. Recently there was presented to the 66th Convention of the American Public Health Association the findings of a committee headed by Dr. Carey McCord, of the Industrial Health Conservancy Laboratories of Cincinnati, gathered in its investigation during the 1934-35 automobile production season. The findings, based on research while they were engaged by the automobile companies in Detroit, estimated that about 4,000 workmen have been injured by lead poisoning during the 1934-35 production season.

Causes of Poisoning

McCord's Committee in its report explained the causes of the great increase in lead poisoning as follows:

"The automobile production season of 1934-35 marks the outstanding epidemic of lead poisoning in this country for at least the past decade.

"Recent trends in body design have led to one-piece all-metal with no air-resisting contours.

"The manufacturing processes call for the filing in of all welding depressions and other indentations with a lead-tin alloy. This leads to the use of molten lead pots and torch work, which in turn are followed by various processes for the smoothing down of the leaded surfaces, including power grinding, hand filing, sanding, etc. As a result, the atmosphere of these workrooms is polluted by harmful quantities of lead dust and lead-fumes. Occasionally as much as 1,100 million grains of lead dust have been encountered in 10 cubic meters of air, the quantity of air breathed by the average workman during the usual work day."

"We exhibit to bias when we say that Dr. McCord's report (also published in the American Journal of Public Health, October, 1935) estimating only 4,000 workmen afflicted with lead poisoning during the year 1934-35 is a deliberate underestimate. McCord's committee were in the employ of at least one automobile company they investigated. Their findings are based on the consideration of the relations of the automobile companies to anything else. The employer's magazine, 'Safety Engineering,' in commenting on the report, said: 'During the past 10 years there have been many affirmations that industrial lead poisoning is a waning disease. While in

some measure this has been true up until 1934, the outstanding fact is that it is the severity of the affection that is waning, rather than the frequency."

Both these statements uttered to whitewash employer responsibility in this matter are open to serious doubt.

On what basis of fact do employers dare to utter such brazen lies? Has any impartial scientific body ever investigated the industry year after year? Has the State Department of Labor and Industry done an adequate and honest job on this matter?

About a year ago the Briggs Body Corporation started investigations into lead poisoning; recently information indicated that almost 13,000 blood tests taken among the employees of the plant revealed considerable amounts of lead absorption by these workers.

Apparently the employers and their stooges consider that only workers on the verge of death are truly poisoned; those not yet ready for their deathbed cannot be considered poisoned.

Labor Board Gives Orders

Oakland, Calif.—The cease and desist order issued to National Motor Bearing by Clifford O'Brien, trial examiner for the NLRB, binds the company to:

1. Refrain from interfering, restraining or coercing its employees in the exercise of their right of self-organization.
2. Cease refusing to bargain collectively with UAW Local 76 as the exclusive representative of its members.
3. Stop discouraging membership in or affiliation with the UAW.
4. Immediate reinstatement of 55 employees to the jobs held by them at the plant on Feb. 26, 1937, without prejudice to any rights and privileges previously enjoyed.
5. Payment of back wages to the entire employee list, less the amounts earned by each since Feb. 27.
6. Post notices in conspicuous places in each department of the plant at Oakland stating that respondent will cease and desist and will not take adjournment steps; and leave such notices posted for a period of 30 days from the period of first posting.

General Motors and Ford plants here are temporarily shut down for a change of models.

The Labor Day parade was a 100 per cent success for the CIO.

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Here's What Labor Solidarity Can Do

Mr. William Munger, Managing Editor, United Automobile Worker, Detroit, Mich.

Dear Sir and Brother:

Your article about the Boca Dam situation in the August 7th issue of the United Automobile Worker has been one of the greatest contributing factors for organization in this district.

There were a number of jobs in this locality which were not organized, mainly because of the fear of losing a job for joining a Union. Since our victory here at Boca, and the resultant good publicity, such as yours, the men have been signing up in droves. One line of advance, was to show the men a copy of the Automobile Worker and explain to them that if we got support from such a distance, they could imagine what the Western Locals would do, as well as the whole CIO. You can be sure the reticent ones were won over by such a show of solidarity. The CIO is comparatively new to this district, but it is on every tongue, everywhere one goes.

Fraternally yours,

Edward J. Cherry, Chairman
Publicity Committee
BOCA TUNNEL WORKERS UNION.
Boca, Calif.

All's Fair in War on CIO, Weir Policy

Firing of some 300 employees by the Weir Steel Company in Weir, West Virginia, in its fight against the formation of a CIO union is being brought to light in the National Labor Relations Board hearing in New Cumberland, West Virginia.

Workmen took the stand to testify of their being fired because they refused to join the company union, the Weir Steel Employees Security League. They were told, "Join the League or get out of the mill."

Joseph A. Kelley, who started at Weir Steel in 1921, was active in organizing a unit of the SWOC in the mill. When he saw a copy of the petition to form the Security League he decided that since it was an allegiance to Tom Mill and the rest, he wouldn't sign.

Later, Dick Moore, a foreman, told Kelley, "Either you sign or get the hell out of the mill."

Kelley said, "I signed. I have a family."

Other employees testified that they were approached with the proposition of joining the "hatchet gang," an organization "to keep the union organizers out of town." Two members of the "hatchet gang" testified that they were paid as high as \$10 a day besides their regular pay to beat up union organizers and union men. Jack Larkin and Claude Conway, former West Virginia policemen, the two heads of the "hatchet gang" and the Security League, were shown to have given orders to "beat up" union workers.

Paul Riven, sub regional director for SWOC was a victim of the "gang."

"I was hit over the head and knocked out of the car and kicked and trampled," he said on the stand.

He managed to drag himself out of the car and thus save his life. Riven also said that three or four attempts were made to wreck his automobile.

An Appeal

By JOHN W. JIBSON,
Local 83 UAW

We wish to thank the United Automobile Workers for the time on radio they have consented to give us in promoting our side of the Wilson strike.

As the strike now existing between the United Dairy Workers and the Ira Wilson Dairy company is going into its 10th week, I feel that some explanation is due to the general public especially to the members of the UAW and other Labor Unions in Detroit. I will give you a brief sketch of the anti-union policies of the Ira Wilson & Sons Dairy company, which has the blackest labor record of any company in the industry. It was the first to have its Blue Eagle revoked during the NHA for firing Union men. This company continued its anti-union policies by discharging a number of employees for Union affiliations last March.

When the company feared a strike would be called it immediately hired a large force of strike breakers from a well-known Detroit detective agency to intimidate the employees and our Union membership. These men were kept on the payroll at a large salary. They were later used to ride on the trucks with clubs in their hands to keep Union men from approaching the employees on the subject of joining the Union. We have been told by the employees of the Wilson Dairy that the company is paying the strike breakers an enormous salary to work during the strike.

The Wilson Dairy Company can spend thousands of dollars to break a strike, but it stubbornly refuses to do what 80% of the dairy interests in Detroit have done, namely, come to a satisfactory understanding with the union.

The Wilson Dairy Company, represents a very small volume of the milk business in the City of Detroit. All larger milk companies in Detroit, in other words about 80%, have bargained collectively with the United Dairy Workers and we have signed closed shop agreements with them. Ira Wilson alone, remains as a citadel of the un-American open-shop policy in Detroit. The Wilson Company has refused to deal with the Union and has used the customary anti-union strike-breaking tactics to keep Union men away from his employees. The head of the company is reliably reported to have openly declared that he has thirteen million dollars which he will use if necessary to break the CIO.

We call upon your automobile workers to lend us your support in winning this most crucial strike against the Gilder of the Dairy industry in Detroit.

The business of Kenneth Koch, SWOC organizer, and T. E. MANN, president of the local company, was present at the meeting when the Security League was formed and that the company was planning to beat the union.

The strike, the police force, including agents and other public servants, paid to beat up union organizers and union men. Jack Larkin and Claude Conway, former West Virginia policemen, the two heads of the "hatchet gang" and the Security League, were shown to have given orders to "beat up" union workers.

Paul Riven, sub regional director for SWOC was a victim of the "gang."

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Lewis Warns Politicians, Corporations

Attacks Independent Steel for Murdering Workers; Urges Close Cooperation With Working Farmers in Coast-to-Coast Broadcast

WASHINGTON (UNS)—John L. Lewis, chairman of the Committee for Industrial Organization, in a nation-wide broadcast September 3, hailed the growth of the CIO to a membership of almost four million and warned that the corporations responsible for the killing of 18 steel strikers, together with their political henchmen, would be held responsible by the people of America for the use of cold-blooded and wanton murder as a desperate means of keeping trade union organization out of their plants.

CENSORED

The reference to Governor Davey, of Ohio, as "the infamous Governor Davey" was removed in the prepared radio address of John L. Lewis delivered on Sept. 3 over the Columbia Broadcasting System.

This sentence was also deleted: "Girdler, of Republic Steel, in the quiet of his bed chamber doubtless shrills his psychopathic cackles as he files notches on his corporate run and views in retrospect the ruthless work of his mercenary killers."

Pointing out that the steel industry generally has accepted collective bargaining and negotiated wage agreements with the CIO, Lewis cited the record of contracts covering 510,000 workers and signed by 399 firms. These, he stated, represented 85 per cent of the steel industry. Only five corporations "elected to resist collective bargaining and undertook to destroy the steel workers' union," he said. These companies filled their plants with industrial spies, assembled depots of guns and gas bombs, established barbed wire, controlled their communities with armed thugs, seized the police power of cities and mobilized the military power of a state to guard them against the intrusion of collective bargaining within their plants.

LAYS STEEL WORKERS MURDERED

Lewis further accused both state and federal administrations of indifference, if not actual encouragement of the murder of American workers, pointing out that: "The murder of these unarmed men has never been publicly rebuked by any authoritative officer of the state or Federal Government. Some of them, in extenuation, pleaded lack of jurisdiction, but under as a crime against the national code can always be rebuked without regard to the niceties of jurisdiction by those who profess to be the keepers of the public conscience."

An awakening political consciousness among the union workers of the nation was indicated by Lewis in a sharp warning to political officers who have sold out their mandate to labor-hating corporations.

"Labor next year" Lewis stated, "cannot avoid the necessity of a political essay of the work and political beneficiaries. It must determine who are its friends in the arena of politics as elsewhere. It feels that its cause is just and its friends should not view it with neutral detachment or inconstant criticism. These who chant their praises of democracy but who lose no opportunity to drive their knives into the defenseless back must feel the weight of labor's vote even as their adversaries must ever feel the weight of labor's power."

ENROLLMENT

Drawing his listeners' attention to the growth of the CIO, in a tone of terror and violence used in the past, Lewis gave the enrollment of the organization at a national and international level.

al unions and 507 local units not yet attached to any of the national bodies.

This phenomenal growth, the CIO leader pointed out, is due to the fact that "the purposes and objectives of the CIO and economic, social, political and moral justification in the hearts of the millions who are its members and the millions more who support it."

The CIO is "a new labor movement, conceived within the principles of the national bill of rights and committed to the proposition that the workers are free to assemble in their own forums, voice their own grievances, declare their own hopes and contract on even terms with modern industry for the sale of their only material possession—their labor," he said. Lewis further charged that those organizations that foster vigilante, strike-breaking groups to fight labor organization are "rendering a disservice to the American people in their attempts to frustrate the organization of labor and in their refusal to accept collective bargaining as one of our economic institutions."

REAL BREEDERS OF DISCONTENT

"Fascist organizations have been launched and financed under the shabby pretext that the CIO movement is Communist," he declared. "The real breeders of discontent and alien doctrines of government and philosophies subversive of good citizenship are such as these who take the law into their own hands."

"No tin hat brigade of goose-stepping vigilantes or babbled-babbling mob of blackguarding and corporation-paid scoundrels will prevent the onward march of labor, or divert its purpose to play its natural and rational part in the development of the economic, political and social life of our nation."

A portion of the address was devoted to the community of interest between the working farmer and the laboring men and women of the towns and cities. Pointing out that both have suffered from the same unjust distribution of the national income, Lewis dwelt on the fact that farm prosperity and city prosperity are interdependent.

THE FARMER'S PROBLEMS

"It is when the payroll goes



Students at the UAW summer school play ball.

BULLETIN

A round table discussion over WJBK, Detroit, this Sunday morning at 9:30-10:00 will feature "Recreation Program for the United Automobile Workers of America," a topic of great interest to all our members. The round table speakers in the discussion are: Melvin West, recreational director UAW, Roland Phillips, recreational department, Robert Verible, Local 7 and Fred Holbrook, Local 174.

Sees Recreation Program Expanded

In an interview with Melvin West, recreational director of the UAW, we were informed that all indications point to a great expansion of recreational activities on a well-planned and financed basis. Brother West was confident that the new executive board of the union realizes the necessity of such an extensive program as an additional method of building and consolidating the union. On the basis of this understanding, added Brother West, the board will undoubtedly lend great impetus to the organizing and financing of the newly proposed program.

YOUTH MUST BE SERVED . . . It is smart, said West, for a union to promote "gaiety and sociability" as a part of its "struggle to maintain the rights of those who labor."

"After all," he exclaimed with great earnestness, "the bringing together of our union members in recreational activities cements bonds of friendship between them, and between them and the organization."

"Youth, the youth of our union, should be given those recreational activities under union leadership and direction that have hitherto been solely extended to them by

enemy organizations."

"Young people naturally demand more out of life than the older unionists. They will be deeply grateful to our Union for any aid the Union gives them in satisfying their recreational desires."

FOR LABOR SPORTS

It is the aim of the recreational program now being proposed, concluded the UAW's recreational director, to furnish each union member the opportunity of engaging in his favorite sport or recreation under helpful and friendly guidance. Everything, is going labor—why not recreation!

UAW'S NEW EXECUTIVE BOARD

The first official meeting of the Executive Board since the Convention will be held next week beginning Monday. Important matters pertaining to the growth of the union will be brought before the board for its consideration, and recommendation.

The following are the names of the board members:

F. J. MICHEL
Racine, Wisconsin
ELLSWORTH KRAMER
Toledo, Ohio
R. E. REISINGER
Cleveland, Ohio
PAUL E. MILEY
Cleveland, Ohio
C. H. MILLARD
Oshawa, Canada
FRED PIEPER
Atlanta, Georgia
RUSSELL B. MERRILL
South Bend, Indiana
DELMONT GARST
St. Louis, Missouri
FRANK TUCCI
Tarrytown, New York
IRWIN CAREY
Los Angeles, California
WALTER REUTHER
Detroit, Michigan
MORRIS FIELD
Detroit, Michigan
LOREN HAUSER
Detroit, Michigan
LEO LAMOTTE
Detroit, Michigan
TRACY DOLL
Detroit, Michigan
LESTER WASHBURN
Lansing, Michigan
CHARLES E. MADDEN
Pontiac, Michigan

Detroit Labor Slate

(Continued from Page 3)

port from the joint slate it endorsed Ewald for reelection, and the AFL has since endorsed him also.

Interestingly enough, it was Ewald who defeated Sugar in 1935 race. Detroit municipal elections are nonpartisan with the highest nine candidates for the Common Council being elected. Ewald was ninth two years ago with 69,000 votes, and Sugar was tenth with 55,000. As attorney for the United Automobile Workers and many other labor groups, Sugar has figured prominently in labor struggles in Detroit and won the support of large groups of workers. It is significant that Sugar was opposed by all three Detroit dailies, while Ewald had the support of them all. Only 167,000 of the halfmillion registered voters of the city voted in 1935, which shows what the auto worker's union could accomplish politically if it could get its 200,000 Detroit members to go to the polls.

The automobile workers have had an interesting experience with political action. Last year they supported the effort to form a farmer-labor party in both the city and the state. The district council and many of the locals of the UAWA were affiliated with the Farmer-Labor Party, as were a number of the craft locals of the AFL. The Detroit and Wayne County Federation of Labor, however, remained aloof. The support of the auto union was not then nearly as important as it is today, for the great growth in membership has occurred in the meantime. The 1936 convention of the UAWA, it is interesting to note, instructed the national office and the local unions to give the strongest possible support to the formation of national, state, and local farmer-labor parties.

Most of the thousands of automobile unionists who are providing the mass base of this interesting political effort had never been in any labor organization until a few months ago. It was they who helped to shatter the General Motors anti-union stronghold. Many of them followed the Coughlin banners but a short time ago. Raw and untrained, they may be marshaled into a genuine workers' political movement or swept off their feet by some silver-tongued fascist demagogue. That is what gives labor's new-born political venture in Detroit its real significance, and that is why this fall's municipal campaign in the capital of the auto empire will command attention.

KENTUCKY MINERS DEFENSE

New York.—Delegates to the United Automobile Workers of America convention in Milwaukee pledged full support to the nation-wide campaign to free the four Harlan-county union miners serving life-terms in Kentucky in the Evansville cases, and recommended that the general executive board give "adequate financial assistance" to the Kentucky Miners Defense, which is leading that fight.

Contributions should be sent to Herbert Muller, Kentucky Miners Defense, Room 4, 75 Fifth Avenue, New York City.

The Auto Worker on the Air

Station WJBK—1500 Kilocycles—200.0 Meters
7:00 to 7:15 every evening—9:30 to 10 a. m. Sunday

WED. Review of convention activities by Francis A. Henson, administrative assistant of President Homer Martin.
THURS. Celebrities night.
FRI. Final Installment of "Castaways of Plenty", a satire on our present economic set-up.
SAT. Further adventures of "The Auto Kids of the Air" serial.
SUN. Education department program.
MON. Program of labor music.
TUES. Authentic interview with Ford worker exposing Fordian layoff tactics.